IN THE CLAIMS

1. (currently amended) A method for determining candidates to interview, said method comprising the steps of:

providing pre-determined desired qualities for a candidate, the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills;

generating a database including at least one characteristic for each individual wherein the at least one characteristic is correlative to the desired qualities;

normalizing the characteristics, normalizing includes comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison;

displaying results for each individual based on the normalized characteristics; and

selecting at least one candidate to interview.

2. (previously presented) A method in accordance with Claim 1 wherein the step of providing pre-determined desired qualities for a candidate further comprises the step of storing the pre-determined desired qualities for a candidate within the database, the desired qualities include analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

3. (original) A method in accordance with Claim 1 wherein the step of normalizing the characteristics further comprises the steps of:

obtaining pre-determined desired qualities associated with each characteristic; and

normalizing characteristics of each candidate with the pre-determined desired qualities associated with each characteristic.

4. (previously presented) A method in accordance with Claim 1 wherein said step of normalizing the characteristics further comprises the steps of:

summing the normalized characteristics of each candidate; and

dividing the sum total of the normalized characteristics by a pre-determined value representing a total amount possible.

5. (original) A method in accordance with Claim 1 further comprising the step of displaying the results of the candidates in at least one of a tabular output format and a graphical output format.

6. (currently amended) A selection system for determining candidates to interview, said system comprising:

a database comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills and wherein the at least one characteristic is correlative to the desired qualities;

a processor programmed to:

normalize the characteristics by comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison; and

display results for each candidate based on normalized characteristics.

7. (previously presented) A selection system in accordance with Claim 6 wherein said pre-determined desired qualities comprise analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

8. (original) A selection system in accordance with Claim 6 wherein to normalize the characteristics, said processor programmed to:

obtain pre-determined desired qualities associated with each characteristic; and

normalize characteristics of each candidate to desired known qualities associated with each characteristic.

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9. (original) A selection system in accordance with Claim 6 wherein said processor programmed to:

rank each candidate based on normalized characteristics; and

sum the normalized characteristics of each candidate.

10. (original) A selection system in accordance with Claim 9 wherein to rank each candidate based on normalized characteristics, said processor further programmed to divide the sum total of all normalized characteristics by an amount representing a pre-determined possible total.

11. (original) A selection system in accordance with Claim 6 wherein to display results of each candidate, said processor further programmed to display results in at least one of a tabular output format and a graphical output format.

12. (currently amended) Apparatus for screening candidates to interview, said apparatus comprising:

a processor comprising a memory and programmed to:

generate a database comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills, and wherein the at least one characteristic is correlative to the desired qualities;

normalize the characteristics by comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison; and

display results for each candidate based on normalized characteristics.

13. (previously presented) Apparatus in accordance with Claim 12 wherein said pre-determined desired qualities comprise analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

14.   (original)   Apparatus in accordance with Claim 12 wherein to normalize the characteristics, said processor further programmed with pre-determined desired qualities associated with each characteristic.

15.   (original)   Apparatus in accordance with Claim 12 wherein to normalize the characteristics, said processor further programmed to normalize candidate characteristics with known qualities associated with each characteristic.

16.   (previously presented)   Apparatus in accordance with Claim 12 wherein said processor is further programmed to rank each candidate by:

summing the normalized characteristics of each candidate; and

dividing the sum total of the normalized characteristics by an amount representing a pre-determined possible total.

17.   (original)   Apparatus in accordance with Claim 16 wherein said processor further programmed to display results of each candidate in a tabular output format.

18.   (original)   Apparatus in accordance with Claim 16 wherein said processor further programmed to display results of each candidate in a graphical output format.